

2009 ABMEI NEGOTIATIONS
CITY'S INITIAL LIST OF NEGOTIATION INTERESTS & ISSUES

Pursuant to MOA Article 1, the City wishes to raise the following issues to the extent that they are mandatory subjects of bargaining:

PERIOD OF MEMORANDUM OF AGREEMENT

Term of contract

PAY

Reductions in pay (base pay and premium pays)

HEALTH INSURANCE

Modifications to cost sharing formula

Modifications to HMO Plan Design

Modifications to Health-in-Lieu

EDUCATIONAL AND PROFESSIONAL INCENTIVES

Incorporate into City Policy Manual

HOURS OF WORK AND OVERTIME

Calculation and eligibility for overtime

SICK LEAVE

Sick leave payout changes

RETIREE PENSION BENEFITS

Including, but not limited to:

- Calculation of Final Average Salary
- Cost of Living Adjustment (COLA)
- Supplemental Retiree Benefit Reserve (SRBR)
- Payment of unfunded pension liability
- Retirement service credit calculation
- Modification to pension formula

Some of the subjects above are applicable to new hires only

RETIREE HEALTHCARE BENEFITS

Retiree healthcare benefits, including benefits for new hires

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SALARY STEP STRUCTURE

Revise/Freeze step structure and modify movement within steps

PROBATIONARY PERIODS

Modifications to probationary periods

SIDE LETTERS

Allow Side Letters to expire

SCHEDULED OFF-HOURS INSPECTIONS

Modifications to Scheduled Off-Hours Inspections

UNION RELEASE TIME

Clarification of release time for authorized union activities

HOUSEKEEPING